

APPALACHIAN STATE UNIVERSITY
BOARD OF TRUSTEES
RESOLUTION OF CONFIDENCE IN THE LEADERSHIP OF
CHANCELLOR SHERI EVERTS

Whereas, the COVID-19 Global Pandemic, recent acts of racism and inequities in our country and on our campus require strong leadership and action;

Whereas, the UNC System has required campuses to develop plans for a Fall 2020 return to campus as the System determines a return can be managed safely through the implementation of health and safety guidance provided;

Whereas, the health, safety and well-being of the Appalachian Community remains at the forefront of every decision as we navigate these challenges;

Whereas, excellent leadership has been developed throughout the Chancellor's Council, Chancellor's Cabinet, Provost's Council, Dean's Council and the recovery planning structure;

Whereas, in a time of unprecedented uncertainty, the Chancellor and members of her leadership team have been in constant communication with the UNC System Office to relay and address concerns expressed by faculty, staff and students, provide updates on campus needs and resources and to request assistance with health and safety planning and logistics.

Whereas, during the global pandemic, under Chancellor Everts' leadership the campus has

- accomplished, among other things:
- Faculty and staff transitioned 2,600 course sections from face-to-face to online learning in just two weeks;
 - Nearly 600 faculty were assisted in transitioning to online learning through workshops, support and training sessions;
 - Faculty shared teaching methods and best practices with one another, adapting their courses and their delivery methods always with the best interest of our students as their top priority;
 - Student Affairs developed and implemented protocols to assist our more than 5,600 on-campus residents in safely moving from their on-campus residences. By the end of the semester, with special accommodations granted for students with extenuating circumstances, on-campus residents were down to 34 by the end of the semester and 10 for summer;

- Essential functions requiring on campus work were reviewed and approved with safety guidelines and more than 2,150 faculty and staff began work from home or off-campus locations;
- The university worked diligently to support students in international locations and assisted 128 students in arriving home from international programs, and suspended or cancelled 58 more international programs that were scheduled to begin spring semester and this summer;
- Identifying and freeing up resources to ensure we can meet the immediate needs before us, limiting expenditures to essential spending and continuing to closely monitor our resources and COVID-19-related expenditures;
- Delivering curbside meals to our campus community;
- Development and management of the Mountaineer Emergency Fund for our students who are facing financial challenges;
- Cleaning residence halls, offices and public spaces with increased frequency;
- Supporting the emergency response and relief efforts of our broader High Country community;
- Developing new work shifts to comply with social distancing and share work hours across staff members;
- Implementing a plan to distribute almost \$8 million in CARES direct aid to students with over \$4 million distributed within the first month;

Whereas, Chancellor Everts has established;

- The Recovery Strategy Leadership Group, which meets throughout the week;
- The Project Management and Implementation Team with leaders from Academic Affairs, Business Affairs, Student Affairs, Emergency Management, Human Resources and Athletics with a base of 26 working areas engaged by the team in all aspects of recovery and who bring recommendations at least weekly to the Recovery Strategy Leadership Group for review;
- Regular communications with campus, alumni and student families from her office, the implementation team, the Chief Diversity Office and health releases in partnership with local public health;

Whereas, to share information and address questions, concerns, and resource needs, Chancellor Everts and leadership have regularly met with, or in the case of Academic Departments have requested meetings with, campus community members through existing structures;

- UNC System Office
- Emergency Management Task Force
- Chancellor's Cabinet
- Faculty Senate Chancellor's Advisory Committee
- Faculty Senate Budget Committee

- Faculty Senate
- Dean's Council
- Provost's Council
- Council of Chairs
- All 43 Academic Departments
- Black Faculty and Staff Association
- Chancellor's Student Advisory Board for Diversity Recruitment
- Board of Trustees

Whereas, Chancellor Everts brings her experience in diversity and inclusion from numerous

other educational institutions, and recognizes successful diversity initiatives must "go beyond the numbers" and include broad cultural changes that foster inclusive excellence;

Whereas, Chancellor Everts has asserted that the advances made during her leadership, while positive, are a beginning and she remains dedicated to the resources and hard work that ensure the inequities and injustices voiced by Black faculty, staff, students and alumni are heard and addressed;

Whereas, our 2019–20 enrollment of 17.4% ethnically diverse students is 46.6%

growth since 2014 and an 80% growth in first-year ethnically diverse student enrollment, also since 2014, the year Chancellor Everts arrived and made diversity in enrollment a priority;

Whereas, Chancellor Everts brings her experience in diversity and inclusion from numeros

other educational institutions, and recognizes successful diversity initiatives must "go beyond the numbers" and include broad cultural changes that foster inclusive excellence;

Whereas, Appalachian's overall retention rate stands at nearly 88%, which is well above the

national average. Our overall retention rate for underrepresented students is 87% and the rate for Black/African American students is 89%;

Whereas, our underrepresented student graduation rate of 66% is higher than the national

average, but we are dedicated to improving it and have many members of our campus working to do so;

Whereas, since spring 2019 90% of the university's academic departments have hosted training on implicit bias;

Whereas, from fall 2019 to spring 2020, the Faculty Diversity and Recruitment Training for

Search Committees team conducted 18 training sessions with 227 attendees to ensure all search committee members are prepared to conduct an equitable search;

Whereas, currently, 32% of our new faculty hires are from underrepresented populations;

Whereas, since 2014 when Chancellor Everts arrived and advocated for diversity in hiring and bias education related to hiring, our underrepresented staff has more than doubled, increasing from 60 in 2014 to 124 in 2019;

Whereas, under the Chancellor's leadership, the number of underrepresented Tier 1 and Tier 2 administrative employees on campus has risen from 5% in 2015 to 11% in 2019;

Whereas, Chancellor Everts made the decision to rename two residence halls because of their namesakes' ties to the Confederacy and segregationist policies;

Whereas, Chancellor Everts has established the first Chief Diversity Officer empowered with leading the development and implementation of a campus wide Strategic Diversity plan
to be in place before Fall Semester 2020.

Therefore, be it resolved that we, the Board of Trustees for Appalachian State University, do unequivocally affirm our confidence in the leadership of Chancellor Sheri Everts.

Approved by the Appalachian State University Board of Trustees on this 6th day of July 2020.

John Blackburn, Chair